

Message Text

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PAGE 01 LIBREV 01084 01 OF 02 100713Z
ACTION AF-10

INFO OCT-01 ISO-00 MMO-01 A-01 PER-01 SP-02 ABF-01
CIAE-00 DODE-00 ICA-11 SS-15 NSC-05 SIG-03 INR-10
L-03 /064 W
-----057467 100747Z /16

R 081430Z MAY 78
FM AMEMBASSY LIBREVILLE
TO SECSTATE WASHDC 985

LIMITED OFFICIAL UUSE SECTION 1 OF 2 LIBREVILLE 1084

FOR DEPUTY UNSECY FOR MANAGEMENT FROM AMBASSADOR

E.O. 11652: N/A
TAGS: OGEN
SUBJECT: FY 1980 GOALS/OBJECTIVES AND RESOURCE MANAGEMENT (GORM)
PROCESS

REF: STATE 63477, LIBREVILLE 1033

1. FOR 2BB-1:
A. TOTAL US PERSONNEL 10
B. TOTAL FSL 22
C. TOTAL CURRENT LEVEL 32
(1) PACKAGE I EQUALS 29
(A) PACKAGE III EQUALS 3
(3) PACKAGE IV EQUALS 1

2. FORM 2BB-2 PACKAGE WORKSHEET
ZERO-BASED BUDGETING
FY/1980
PERSONNEL RESOURCE WORKSHEET

(1) (2) (3) (4) (5) (6) (7)
FY 1978 PACKAGE I
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FUNCTION	AMER	AMER	FSL	AMER	AMER	FSL
OFF	STAFF	OFF	STAFF			
EXECUTIVE	1	1	0	1	1	0
EXEC/POL	1	1	0	1	1	0
E/C/CONS	2	0	2	2	0	2
ADMIN	1	3	20	1	2	18
TOTAL THIS						

PACKAGE 5 5 22 5 4 20

CUMULATIVE

TOTAL 5 5 22 5 4 20

(8) (9) (10) (11) (12) (13)

PACKAGE II PACKAGE III

AMER AMER FSL AMER AMER FSL

OFF STAFF OFF STAFF

EXECUTIVE -- -- --

EXEC /POL -- -- --

E/C/CONS NOT REQUESTED -- -- --

ADMIN -- 1 2

TOTAL THIS

PACKAGE 0 1 2

CUMULATIVE

TOTAL 5 5 22

(14) (15) (16)

PACKAGE IV

AMER OFF AMER STAFF FSL

EXECUTIVE -- -- --

EXEC/POL -- -- --

E/C/CONS -- -- --

ADMIN 1 -- --

TOTAL THIS

PACKAGE 1 0 0

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CUMULATIVE

TOTAL 6 5 22

3. FORM 2BB-3

(A) DECISION UNIT NAME -GABON

(B) PACKAGE I OF IV

(C) ACTIVITY DESCRIPTION: AT 90 PERCENT OF OUR CURRENT LEVEL,
THIS EMBASSY COULD IN PRINCIPLE EFFECTIVELY PURSUE GOALS AND
OBJECTIVES

SUBMITTED IN 77 STATE 295570. IT COULD NOT FUNCTION, AS IT NOW
DOES, AS A PERMANENT RELAY STATION WGTHIN AFRECON SYSTEM. EMBASSY
CURRENTLY HAS THREE C AND 4 POSITIONS, LAST OF WHICH WAS RECENTLY
ESTABLISHED TO PERMIT LIBREVILLE TO SERVE AS RELAY WITHIN AFRECON
SYSTEM SINCE THIS POSTIONS SERVES OUR GOALS AND OBJECTIVES ONLY
MARGINALLY AT BEST, WE WOULD HAVE TO INSIST THAT ANY CUT IN
PERSONNEL STRENGTH BEGIN WITH IT, OR THAT POSTION BE FUNDED FROM
RESOURCES OTHER THAN OURS. ADDITIONALLY AT THIS LEVEL OF
RESOURCES, WE WOULD HAVE TO CUT BACK TWO MAINTENANCE PERSONNEL AND
MAINTENANCE IN GENERAL. IN PRINCIPLE THIS WOULD NOT AFFECT OUR
PURSUIT OF OUR GOALS AND OBJECTIVES. IN PRACTICE, IN A COUNTRY
WHERE NOTHING WORKS FOR VERY LONG, WE COULD ANTICIPATE AN
ADVERSE AFFECT ON MORALE AND A NEED FOR INCREASED ATTENTION BY ALL

PERSONNEL TO HOUSEKEEPING MATTERS TO THE DETRIMENT OF THEIR
FUNCTIONAL TASKS.

(D) RESOURCE REQUIREMENTS

FY 78 FY 79 FY80

THIS PKG CUMULATIVE
ONLY

OFFICERS 5 5 5 5

STAFF 5 5 4 4

FSLs 22 22 20 20

TOTALS 32 32 29 29

(E) IMPACT ON CURRENT US POLICY GOALS, OBJECTIVES
AND ESSENTIAL ACTIVITES

EMBASSY SUPPORT FOR BASIC GOALS AND OBJECTIVES WOULD REMAIN
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INTACT. PERMANENT PARTICIPATION IN AFRECON SYSTEM WOULD BECOME
IMPOSSIBLE (IT COULD BE DONE FOR SHORT PERIODS). POTENTIAL IMPACT
ON EMBASSY MORALE OF A DECREASE IN MAINTENANCE CAPABILITY COULD BE
SERIOUS. IT COULD ALSO LEAD TO INCREASED EXPENDITURE OF FUNDS TO
PROVIDE FOR ESSENTIAL SERVICES. NEITHER OF THESE POSSIBILITES
IN OUR JUDGEMENT IS EITHER DESIRABLE OR WORTH THE RISK AT A
SMALL. ISOLATED, CLOSE-TO MAXIMUM HARSHSHIP POST WHICH HAS ADDED
DISADVANTAGE OF BEING ONE OF MOST EXPENSIVE POSTS IN WORLD. (CURRENT
COL IS APPROX 47 PERCENT ABOVE THAT OF WASHINGTON.)

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ACTION AF-10

INFO OCT-01 ISO-00 MMO-01 A-01 PER-01 SP-02 ABF-01
CIAE-00 DODE-00 ICA-11 SS-15 NSC-05 SIG-03 INR-10
L-03 /064 W

-----057606 100747Z /16

R 081430Z MAY 78

FM AMEMBASSY LIBREVILLE
TO SECSTATE WASHDC 986

LIMITED OFFICIAL USE SECTION 2 OF 2 LIBREVILLE 1084

FOR DEPUTY UNSECY FOR MANAGEMENT FROM AMBASSADOR

(A) DECISION UNIT NAME - GABON

(B) PACKAGE III OF IV

(C) ACTIVITY DESCRIPTION: ALL ACTIVITIES, INCLUDING PARTICIPATIONS IN AFRECOME SYSTEM AS RELAY POST, IN SUPPORT OF AGREED UPON GOALS AND OBJECTIVES, WOULD BE CONTINUED.

(D) RESOURCE REQUIREMENTS

FY 78 FY79 FY80

THIS PKG CUMULATIVE
ONLY

OFFICERS	5	5	--	5
STAFF	5	5	1	5
FSLS	22	22	2	22
TOTALS	32	32	3	32

(E) IMPACT STATEMENT

RESOURCES AT THIS LEVEL WILL ENABLE US TO CONTINUE PRESENT ACTIVITIES. THEY WILL NOT SERVE, HOWEVER, TO MEET OUR PERCEPTION OF A GROWING NEED FOR ADDITIONAL AMERICAN SUPERVISORY ASSISTANCE IN ADMINISTRATIVE, PARTICULARLY GENERAL SERVICES, AREA.

(A) DECISION UNIT NAME - GABON

(B) PACKAGE IV OF IV

(C) ACTIVITY DESCRIPTION: AGREED UPON GOALS AND OBJECTIVES WOULD CONTINUE TO BE MET AS AT PRESENT. ADDITION OF ONE AMERICAN LIMITED OFFICIAL USE

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GENERAL SERVICES OFFICER WITH NO CONCOMITANT SACRIFICE OF ADMINISTRATIVE

FSLS, WOULD IMPROVE QUALITY OF SERVICES PERFORMED BY ADMINISTRATIVE SECTION, IMPROVE MORALE AND GREATLY CONTRIBUTE TO MORE EFFICIENT OPERATION OF BOTH POST AND ITS PERSONNEL. IF GSO WERE IN ADDITION GIFTED HANDYMAN, HE WOULD BE EXPECTED TO CONTRIBUTE TO DECREASE IN POST MAINTENANCE EXPENDITURES DIRECTLY (HE WOULD BE EXPECTED TO DO SO INDIRECTLY THROUGH SUPERVISORY ROLE IN ANY CASE). PROBLEM IS THAT THIS POST SUFFERS FROM GENERALLY POOR (BUT UNFORTUNATELY EXPENSIVE) LEVEL OF MAINTENANCE, GENERALLY BELOW-AVERAGE QUALITY OF FSL MAINTENANCE PERSONNEL AND HIGH COST OF GOODS AND SERVICES FROM EMBASSY OUTSIDE. ADMINISTRATIVE OFFICER CANNOT BE EVERYWHERE AT ONCE NOR ALL THINGS TO ALL PEOPLE AND NEEDS HELP. PROBLEM IS NOT ONLY EMBASSY'S BY ANY MEANS. IT IS ENDIMIC. THINGS RUN DOWN OR WEAR OUT TOO QUICKLY FOR LACK OF CLOSE ATTENTION THAT A SKILLED GSO COULD PROVIDE ON PERMANENT, DAILY, BASIS.

(D) RESOURCE REQUIREMENTS

FY 78 FY 79 FY 80

THIS PKG
ONLY CUMULATIVE

OFFICERS	5	5	1	6
STAFF	5	5	11	5
FSLS	22	22	--	22
TOTALS	32	32	1	33

(E) IMPACT STATEMENT

ADDITION OF ONE GSO SHOULD IMPROVE OUR ABILITY TO PURSUE GOALS AND OBJECTIVES THROUGH IMPROVEMENT IN MORALE. IT SHOULD ALSO SERVE TO INCREASE EMBASSY'S OVERALL EFFICIENCY THROUGH GENERAL IMPROVEMENT IN GENERAL SERVICE FUNCTION, AND HOPEFULLY, IF NOT DECREASE EMBASSY MAINTENANCE EXPENDITURES, AT LEAST KEEP INCREASES MINIMAL.

4. NARRATIVE COMMENT

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AS INDICATED EARLIER, THIS POST IS LOCATED IN ONE OF MOST EXPENSIVE COUNTRIES IN WORLD. ALMOST EVERYTHING, INCLUDING FOOD IS IMPORTED AT OFTEN EXORBITANT PRICES. AS RESULT, COST OF PERSONAL SERVICES IS EQUALLY HIGH INCLUDING SALARIES AND PERQUISITES WE MUST PAY FSLs. SALARY OF FSL BUDGET AND FISCAL ASSISTANT (WHO IS TCN) FOR EXAMPLE IS \$30,700. SHE ALSO RECEIVES R&R AND HOUSING. SALARY INFLATION EXTENDS DOWN TO UNSKILLED LABOR. COST OF LOCAL MAINTENANCE GOODS AND SERVICES IS EQUALY HIGH. RENTS AR EXORBITANT. LIBYAN AMBASSADOR CURRENTLY RENTS FAIRLY MODEST HOUSE FOR APPROX DOLS 6,500 PER MONTH. OUR RENTS ARE NOT AS HIGH, BUT THEY ARE EXPENSIVE. AVAILABLE REPRESENTATION FUNDS BY STANDARDS OF MOST OTHER POSTS WOULD BE MORE OR LESS REASONABLE. HERE, HOWEVER, A ROUGH CALCULATION INDICATES THAT IF I AM TO REMAIN WITHIN THE ALLOWANCE, I SHALL BE ABLE TO DO APPROX ONE-THIRD THE AMOUNT OF REPRESENTATION I WAS ABLE TO DO IN COMPARABLE POSITION AT MY LAST POST. IN THESE CIRCUMSTANCES, WHICH ARE MOSTLY BEYOND OUR CONTROL, SINCE WE ARE MAKING MAXIMUM USE OF PROCUREMENT POSSIBILITIES OUTSIDE OF GABON, ANY ALLOCATION OF FUNDS BELOW 1978 FUNDING LEVELS WOULD MEAN EITHER DECREASE OR ELIMINATION ENTIRELY OF TRAVEL FUNDS, REPRESENTATION, PURCHASE OF BOOKS AND PERIODCIALS, IMPLEMENTATION OF LOCAL WAGE SURVEYS AND MIGHT EVEN MAKE IT IMPOSSIBLE FOR US TO FIND ADEQUATE HOUSING FOR STAFF WHEN CURRENT LEASES RUN OUT. MAINTENANCE WOULD SUFFER WHICH IN LONG RUN WOULD INEVITABLE LEAD TO REQUESTS FOR MUCH HIGHER LEVELS OF FUNDING AND PROBABLY LOSS TO USG WHICH COULD HAVE BEEN AVOIDED BY ADEQUATE FUNDING. IMPACT ON GOALS AND OBJECTIVES OF LOSS OF TRAVEL AND REPRESENTATION WOULD BE SEVERE AND MIGHT EVEN ELIMINATE MUCH OF OUR CONTACT WITH SAO TOME AND PRINCIPE WHERE AMBASSADOR IS ALSO ACCREDITED. THUS FAR DEPT HAS UNDERSTOOD OUR PROBLEMS AND PROVIDED SUFFICIENT FUNDING. WE SINCERELY HOPE SITUATION WILL REMAIN THAT WAY AND THAT DEPT WILL GIVE FAVORABLE CONSIDERATION TO OUR REQUEST FOR ADDITIONAL AMERICAN GSO.

5. WE ADDRESSED POINTS RAISED PART II STATE 63477 IN OUR REPLY

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TO STATE 69374. ACCORDINGLY PER STATE 79063, WE ARE NOT
REPEATING THEM IN THIS MESSAGE. TIENKEN

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Message Attributes

Automatic Decaptoning: X
Capture Date: 01 jan 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 08 may 1978
Decaption Date: 01 jan 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1978LIBREV01084
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Expiration:
Film Number: D780197-1218
Format: TEL
From: LIBREVILLE
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1978/newtext/t19780583/aaaacszp.tel
Line Count: 283
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: 67e3b4a2-c288-dd11-92da-001cc4696bcc
Office: ACTION AF
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 6
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: 78 STATE 63477, 78 LIBREVILLE 1033
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 18 apr 2005
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 2763712
Secure: OPEN
Status: NATIVE
Subject: FY 1980 GOALS/OBJECTIVES AND RESOURCE MANAGEMENT (GORM) PROCESS
TAGS: OGEN
To: STATE
Type: TE
vdkvgwkey: odbc://SAS/SAS.dbo.SAS_Docs/67e3b4a2-c288-dd11-92da-001cc4696bcc
Review Markings:
Sheryl P. Walter
Declassified/Released
US Department of State
EO Systematic Review
20 Mar 2014
Markings: Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014